Base Realignment and Closure (BRAC) 2005

UPDATE For TRADOC EMPLOYEES

19 May 2005

LTG Jones
Deputy Commanding General
Training and Doctrine Command

Town Hall Meeting

- **The Army and TRADOC are totally committed to taking care of people.**

- **May 13 was the announcement of SECDEF recommendations, this is not a final decision.**
  - **Don’t speculate, let the information and process develop.**
  - **Visit available resources websites for up-to-date information.**
  - **Department of Defense personnel may not participate in activities of any organization having its stated purpose insulating bases from realignment/closure.**
  - **Department of Defense personnel may attend public hearings but may not participate in associated media activities.**

Town Hall Meeting

- **Previous realignment actions have benefited TRADOC; providing about $500M of new construction for training facilities, barracks and other supporting infrastructure.**
  - **BRAC provides an opportunity to redesign organizations to take advantage of collocation. Example is MP and Chemical Schools joining the Engineer School at Fort Leonard Wood to form the Maneuver Support Center (MANSCEN).**
  - **BRAC MILCON for MANSCEN at FLW was more than $220M.**

- **The process for BRAC is legislated by Congress.**
  - **Defense Base Closure Commission will deliberate over the summer to validate the process and methodology. They will visit installations, hold town hall meetings, press conferences, and public meetings.**
  - **If installation is on the BRAC list, it takes 5/9 vote to remove it.**
  - **To add to the list takes a super majority, 9/9 vote.**

Town Hall Meeting

- **BRAC process is a long cycle**
  - **Process to close a training installation and move to new facilities takes about 4 years; by law, installation has to be closed at the six year mark. Chief of Staff, Army wants all closed within 4 years.**
  - **We will do everything possible to minimize impact on operations and our people -- soldiers, civilian employees, and families.**

- **BRAC is essential:**
  - **To reshape our Army to respond to its global missions today and into the future,**
  - **To save money by cutting excess infrastructure, and**
  - **To maximize the Army's opportunities to train, deploy and fight jointly.**

Town Hall Meeting

- **All of us have attachments to Fort Monroe but let's stay focused on our mission. We all have important work to do.**

- **What we don't know:**
  - **Exact date TRADOC HQ will move**
  - **Exact date Ft. Monroe will close**

- **In the weeks and months ahead, start looking at how BRAC will change the way we do business across all of our functions**
  - **Adapt, stay flexible and plan carefully**
  - **Leverage BRAC to do things better**

- **Websites to help you:**
  - **http://www.defenselink.mil/brac/**
  - **http://www.tradoc.army.mil/dcspil/CPD/brac.htm**
  - **http://www.tradoc.army.mil/pao/**

Town Hall Meeting

Significant Milestones

- **May-Sep 05 Defense Base Closure Commission Review and Analysis Period of SECDEF recommendations**
- **1 Jul 05: Comptroller General Analysis**
- **8 Sep 05: Commission's Recommendations to President**
- **23 Sep 05: President's Approval/Disapproval of Commission Recommendations**
- **20 Oct 05: Commission's Revised Recommendations**
- **7 Nov 05: President's Approval/Disapproval of Revised Recommendations**
- **5/25 Jan 06: Recommendations become law**
- **15 Apr 06: Commission Terminates**

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Update for TRADOC Staff

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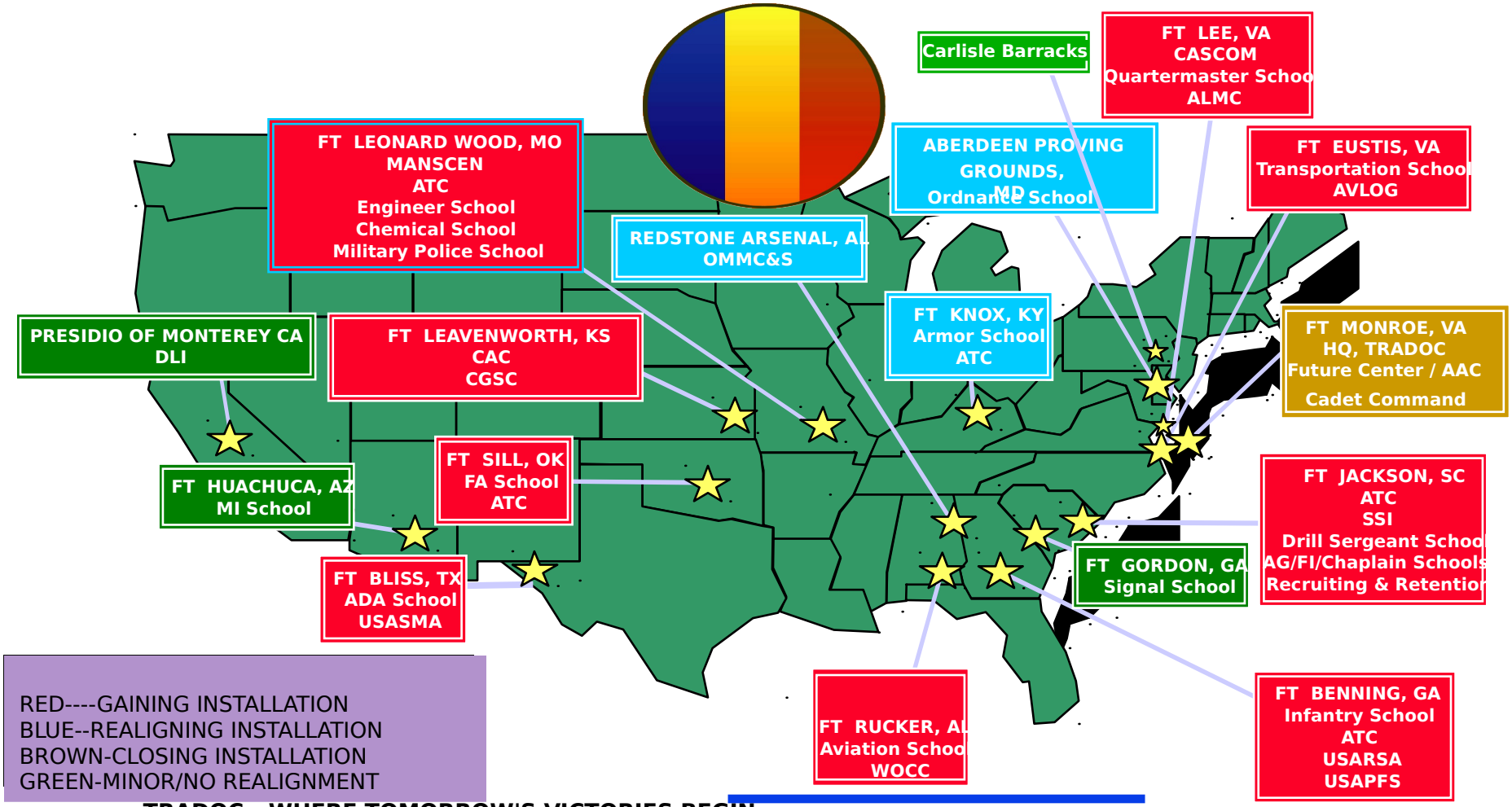
TRADOC
The Institutional Training Base



RED----GAINING INSTALLATION
BLUE--REALIGNING INSTALLATION
BROWN-CLOSING INSTALLATION
GREEN-MINOR/NO REALIGNMENT

TRADOC...WHERE TOMORROW'S VICTORIES BEGIN

BRAC 2005 Recommendations

Aberdeen Proving Ground

- Realign Ordnance Center and School to Fort Lee
- Army Environmental Center to Fort Sam Houston
- Backfill with technical defense research activities
  - Vehicle Technology Directorate, Army Research Lab (Langley &Glen)
  - Sensors, Electronics, Research, Development &Acquisition (RDA)(Fort Monmouth)
  - Joint Program Executive Office out of leased space
  - Army Test & Eval Command HQS, Army Eval Center from leased space
  - CPO Center from Rock Island Arsenal
  - Medical Chemical Defense Research from Walter Reed
  - Navy non-medical research from Dahlgren
  - Air Force non-medical from Brooks City Base
- Becomes Technical Center of Excellence

Fort Bliss

- Realign Air Defense Center and School to Fort Sill
- Backfill with three Heavy Brigade Combat Teams w/associated support structure
- Receive Armor Division – Return of Forces from Europe
- Realign a Fires Brigade from Fort Sill
- 88 M Training to Fort Lee (?)
- Sergeants Major Academy stays
- Becomes a FORSCOM post

BRAC 2005 Recommendations

Fort Benning – Maneuver Center

- Receive Armor Center and School from Fort Knox
- Realign Drill Sergeant School to Fort Jackson
- One brigade post with two schoolhouses

Fort Eustis

- Move Transportation School to Fort Lee
- Move Aviation/Logistics School to Fort Rucker
- Receive Headquarters, Training and Doctrine Command
- Receive North East Region, IMA from Fort Monroe
- Receive IMA South East Region HQS from Fort McPherson
- NETCOM South East Region HQS from Fort McPherson
- Receive Army Contracting Agency, HQS from Fort Monroe
- 7th Transportation Group Stays

Fort Gordon – No Realignment Activity

Fort Huachuca – No Realignment Activity

BRAC 2005 Recommendations

Fort Jackson

- Receive Drill Sergeant Schools(DSS) from Forts Benning and Leonard Wood
- Establish Joint Center of Excellence for Religious Functions
  - Realign officer/enlisted training and education
  - Maxwell AFB, Alabama, Naval Air Station, Meridian MS and Naval Station Newport RI

Fort Knox

- Realign Armor Center and School to Fort Benning
- Receive Human Resources personnel from Alexandria, Indianapolis and St. Louis
- Receive Army Accessions Command and Cadet Command from Fort Monroe
- Stand up Light Brigade Combat Team
- FORSCOM provides Senior Mission Commander (?)
- Becomes Personnel Center of Excellence

Fort Leonard Wood

- Realign Drill Sergeant School to Fort Jackson
- Receive US Army Prime Power School from Fort Belvoir
  - The Prime Power School remain independent training activity

BRAC 2005 Recommendations

Fort Leavenworth

- **Plus up on inmate population from Fort Knox, Fort Sill and Lackland Air Fort Base, TX**

Fort Lee - Combat Service Support Center

- **Establish a Combat Service Support by relocating the Transportation Center & School, Ordnance Center & School from Aberdeen Proving Ground and OMMCS from Redstone**
- **Establish Joint Center for Culinary Training**
- **Realign Lackland AFB (Culinary Training)**
- **Joint Center for Consolidated Transportation Management Training**
- **Realign Transportation Management Training from Lackland AFB, TX**
- **Defense Contracting Agency HQS from NCR leased space**
- **All components of DeCA from VA Beach, San Antonio, Hopewell, VA**
- **Consolidate 88M training from Fort Bliss (?)**

BRAC 2005 Recommendations

Fort Monroe

- Closes
- Headquarters TRADOC to Fort Eustis
- NERO and ACA to Fort Eustis
- Army Accession Command to Fort Knox
- Cadet Command to Fort Knox

Fort Rucker

- Receive Aviation/Logistics School from Fort Eustis
- Realign Aviation Technical Test Center to Redstone Arsenal

Fort Sill - Net Fires Center

- Receive Air Defense Artillery Center and School
- Realign Correctional Center inmate population to Fort Leavenworth

BRAC 2005 Recommendations

Redstone Arsenal

- Realign Ordnance Center and School to Fort Lee
- Receive 2nd Recruiting Brigade for Fort Gillem
- Realign Inventory Control Point to Defense Logistics Agency
- Consolidate Missile Command and Missile Defense (DC)
- Receive AMC Headquarters from Fort Belvoir
- Aviation Technical Test Center from Fort Rucker
- Rotary wing air platform research, development and acquisition from Warner-Robbins Air Force Base
- EOD School stays due to Permits

Presidio of Monterey- No Major Realignment Activity

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Update for TRADOC Staff

19 MAY 2005

ALICE K. WARD
HUMAN RESOURCE DIRECTOR
TRAINING AND DOCTRINE COMMAND

Caring for the Workforce

- Employees are our number one concern
- Commitment to support employee needs
- Commitment to flow information
  (As soon as available)
  - Web sites
  - Townhalls
  - Q&A’s
- Continued employment
  - Maintain expertise for mission support
- Retraining programs

BRAC Realignments Implementation process

- Transfer of Function (TOF) – Work moves from one location to another; not currently performed in the new location.
  - Within commuting area
  - To another commuting area

  Employee moves with work

- Transfer of Work- Work moves from one location to another; the work is currently performed in the new location.

  Employee does not move with work

Transition Assistance

- Priority Placement Program (PPP)
- OPM Placement Assistance Programs
- Reemployment Priority List (RPL)
- Job Swapping
- Surplus Employee Program
- Partner with other HR offices for job placements
- Voluntary RIF
- Relocation services

Retraining Programs

- Department of Labor provides retraining and readjustment assistance
- DOD awards grants for employees to learn new skills
- Job Training Act Partnership Act provides training assistance for 24 months
- Local Commanders' Assistance
  - Career transition training/counseling, remedial training, support job hunting, interviewing and related activities
- Civilian Transition and Readjustment Team
- -Job Fairs/Clubs

Separation Incentives

- VERA/VSIP
- Severance Pay
- Unemployment Compensation
- Continued Health Insurance
- Discontinued Service Retirement
- Lump sum payment of annual leave (unlimited accrual)
- Leave pending retirement (to gain eligibility)

WHAT ABOUT VSIP/VERA?

- Voluntary Separation Incentive Pay (VSIP) and Voluntary Early Retirement Authority (VERA) may be offered at the Commander’s discretion

- VSIP/VERA are not offered to activities under TOF since continued employment will generally be offered

Retention Incentives

- Retention Bonus
- Relocation Bonus
- Delayed VSIP
- VSIP II
- Delayed Permanent change of station

RETIREMENT INFORMATION

- DSR – against the will and without the consent of the employee
- Regular
  - CSRS
    - 30 years of service at age 55
    - 20 years of service at age 60
    - 5 years of service at age 62
    - 5 years of creditable civilian service
    - Under CSRS one year of the last two
  - FERS
    - 30 years of service with minimum retirement age (MRA)
    - 20 years of service at age 60
    - 10 years of service at MRA – no reduced annuity if DSR
    - Completed 5 years of creditable civilian service
    - MRA ranges from 55 to 57 years of age depending on birth year
- Early
  - CSRS/FERS
    - 25 years of service at any age
    - 20 years of service at age 50
- Deferred retirement at age 62
- Retirement estimates and questions may be referred to ABC-C at http://www.abc.army.mil or 1-877-276-9287

HELPFUL WEBSITES

- Federal Web Sites:
  - www.cpms.osd.mil/bractransition/
  - www.abc.army.mil
  - www.cpol.army.mil
  - www.opm.gov
  - www.tsp.gov
- Other Web Sites:
  - http://www.defenselink.mil/brac
  - http://www.hqda.army.mil/acsim/brac/braco.htm
  - http://www.tradoc.army.mil/dcspil/cpd/brac.htm